



NATIONAL GUARD BUREAU
111 SOUTH GEORGE MASON DRIVE
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NGB-ARH

12 May 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Operationalizing the RC Personnel Policy Initiative #1: Clarification of Enlisted Promotion System (EPS) Procedures for Units In Receipt of Official Notification of Sourcing for a Federal Mission (NGB-ARH Policy Memo #10-029)

1. References:

- a. DoDD 1200.17, 29 Oct 08, subject: Managing the Reserve Components as an Operational Force.
- b. AR 600-8-19, Enlisted Promotions and Reductions, 20 Mar 08.
- c. NGR 600-200, Enlisted Personnel Management, 31 Jul 09.
- d. Memorandum, National Guard Bureau, NGB-ARH, 15 Oct 04, subject: Active Army, Army National Guard, and Army Reserve Personnel Regulations.

2. Background. Through reference 1a, the Army Campaign Plan and other HQDA initiatives, the Secretary of Defense and the Secretary of the Army have mandated the operationalization of the Reserve Components. This policy pertaining to the promotion of enlisted personnel in units under official Notification of Sourcing, Alert Order, or Mobilization Order is promulgated pursuant to that directive, in order to maximize the ability of the ARNG to field fully ready and mission-capable units for contingency operations whenever called upon by the National Command Authority.

3. Applicability. This policy applies only to Soldiers assigned to or being considered for EPS selection into units that have received an official Notification of Sourcing, HQDA Unit Alert Order, or HQDA Unit Mobilization Order, for a Federal mission (hereafter referred to as "notification of mobilization").

4. Purpose. The purpose of this policy is two-fold. First, it will assist the Adjutants General in producing fully mission capable units ready for deployment. Second, it will ensure fairness and equity to Soldiers who are called upon to deploy by providing those Soldiers the maximum opportunity to do so in the rank commensurate with the position they hold.

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5. Policy. This policy clarifies the intent of the current existing regulatory language in reference 1b, which provides at paragraph 7-40a that "Soldiers will be offered assignment to available vacancies for which they are eligible and *available* starting with the lowest promotion sequence number (having the most points) . ." (emphasis added). This definition of "available" for units that have received notification of mobilization allows States to refine selection procedures in order to maximize personnel readiness in those units.

a. For purposes of promotion within or into a unit that has received notification of mobilization, a Soldier shall be considered "available" per paragraph 7-40a of reference 1b if the Soldier can do all of the following without restriction:

(1) Complete all pre-deployment training requirements with the unit in which the Soldier is to be promoted.

(2) Deploy with the unit in which he or she is to be promoted and complete the entire projected deployment with the unit, and

(3) Perform the principal duties of the position in which the Soldier is to be promoted.

b. Where the next eligible candidate on the EPS list does not meet the definition of "available" specified in 5a above, the State is authorized to by-pass that Soldier and promote the first available Soldier (i.e., the first Soldier on the list that does meet the criteria specified in 5a above).

c. Where the sole reason that a Soldier does not meet the definition of "available" specified in paragraph 5a is dwell time following a previous mobilization or deployment, the State will offer the Soldier the opportunity to waive such stabilization period as a condition of accepting the promotion. If a Soldier both waives the stabilization period and acknowledges that he or she will be required to deploy with the unit as a condition of accepting the promotion, then the Soldier will be considered "available" as defined in paragraph 5a above and promoted accordingly. Otherwise, the Soldier will be deemed not "available" and will be bypassed in favor of the next Soldier that is "available" per paragraph 5a. Such Soldiers remain eligible to compete for promotion in other, non-deploying units as specified in paragraph 5d below.

d. Soldiers deemed not "available" per paragraph 5a above remain eligible for promotion and retain their place on the EPS list. Although bypassed for promotion in

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the deploying unit, they remain eligible for promotion into any unit that has not received a Notification of Sourcing, a unit Alert Order, or unit Mobilization Order, and shall be offered such promotion if next on the EPS list and if otherwise eligible in accordance with applicable policy and regulation.

e. States will maintain documentation of Soldiers bypassed for selection, including the reason that each Soldier was found to be not available. States will maintain records until the expiration of the promotion list, or as specified in State policy.

6. The point of contact for this action is COL Dennis Chapman, Chief, Personnel Policy and Readiness Division (NGB-ARH), at DSN 227-5904, 703-607-5904, or dennis.chapman@us.army.mil.

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